

Mike Tobin

PROPOSAL FOR POLICE REFINEMENT AND CONCERNS FOR CONSENT DECREE IN RESPONSE TO THE JUSTICE DEPARTMENTS REPORT

The following is a list of concerns and significant needs as it pertains to the report from the Department of Justice given to the Mayor of the City of Cleveland, Cleveland City Council, the Police Union Presidents, the Citizenry of Cleveland and to the Federal Courts.

As the protests have ensued and we are still looking for clarity and answers to resolve these issues from police who are not sensitive to the needs of their employers, the taxpayers of the City of Cleveland, the members of City Council and the citizens whom they serve regardless of color, gender, sexual orientation, religion or differences of any kind. The police are supposedly here to "protect and to serve". From what our nation has witnessed, that is not the intent of a few who have decided to use their positions as a personal bullying pen.

The following recommendations are given to share with all areas of our City so as to begin the process of what can be the beginning of a possible response to the needs of the scrutiny, protection and surveillance of our police and the scrutiny protection and safety of our citizens:

1. That the City of Cleveland call for a revision and review of the Charter of the City of Cleveland that will look at advantages given to the police department of the City of Cleveland which is disproportionate to the citizens of the City of Cleveland
2. The City Council will remove any and all legislation that gives the indication that there is Qualified Immunity to and all police in the direct action of their duties so as to be protected and insulated from the law as it pertains to possible prosecution
3. The Chief of Police of the City of Cleveland is given the ability and authority to terminate immediately persons with misconduct, excessive force, negligence, deadly force and unnecessary harm
4. Overtime and unlimited compensation is not offered to those who are under review, suspension, or who have been assigned limited duty due to investigation or review until they have been duly exonerated from the allegations and concerns that have been reported against them.
5. The Civil Liabilities of Police procedure will be reviewed by the Mayor and the City Council in order to place proper procedure in place to ensure that those procedures are or have not been violated as it pertains to excessive force, deadly force and unjust actions as related to performance of a police officer.
6. Arbitration does not obstruct the final decision of the mayor, police chief or the safety director as it pertains to actions that affect the tax dollars and revenue of the City of Cleveland as it relates to the inflammatory actions or discriminating indifferences of the police department.
7. That outside investigative forces investigate the actions of the police department as it pertains to excessive force, deadly force and bodily harm

8. That a contract not be signed with the current police department union until these issues are resolved and the Justice Department of the United States is satisfied with the resolve of the City, the police department and the citizens of the City of Cleveland
9. That no tax dollars are given as a result of wrongful death and actions where police are not held accountable also to account for civil wrong but no criminal wrong.
10. That an account of tax dollars that have been given to families because of wrongdoing by police officers is given to the citizens of the City of Cleveland to report on the amount of monies given in civil compensation and a record of those police officers who are still active with the police department and serving in an official capacity. The citizens should be aware of their official capacity in working with the City of Cleveland.
11. That an official report from the Office of Professional Standards is given to the citizens relative to officers who are reported to have been negligent, derelict and irresponsible in their duties is publicly reported in a monthly report. The results of the Police Review Board should also be publicized and there should be official meetings with the public and especially with those who have made the complaints as to their results.
12. After the decision of the Police Review Board the Citizens of the City of Cleveland should be informed as to the final decisions made by the Director, Chief of Police, Safety Director and Union Official. The citizens should be made aware of the final decision and the status of the officer.
13. The complainant citizen is informed of the due process and final decision as it pertains to those police officers who are reviewed by the Police review Board and if the complainant is not satisfied that there is a procedure for recourse for the complainant to take their complaint to another level
14. Sensitivity training as it pertains to working with and approaching people. Working with alcoholics, mentally deranged, medically challenged, medicated/overly medicated individuals, bi-polar, and mentally challenged individuals
15. In-depth background checks as to the mental, social and employment and social activities of officers before they are employed by the Cleveland Police Department
16. Background checks as to nepotism, organizational ties and military records as it pertains to persons desiring an official capacity with the Cleveland Police Department.
17. Training related to investigations and doing a more efficient job in performance
18. No officer elevated or promoted because of a test but elevated and promoted also due to performance, aptitude and training for elevation so as to ensure that the best people are in the positions of higher elevation
19. When police officers are being investigated assuring police cooperation or those officers are also considered for suspension
20. Arbitration process researched and reevaluated so as to not allow police supervisors, patrol officers or any police personnel to be allowed taxpayer incentives after discipline because of an arbitrary decision from someone who is outside the system
21. Community policing, walking a beat and personal involvement with people in the community who live in the community along with Neighborhood police stations being reactivated

22. Police Auxiliary being reinstated and/or activated to involve more citizens with community involvement with the police
23. Citizen films of involvement of police infractions being admitted into court and prosecution involvement or at least in the investigation process

Formally Submitted,

Pastor Larry Harris

Pastor Dennis Tatum

Pastor Jimmy Gates

Pastor Aaron Phillips

Bishop Tony Minor

Bishop Eugene W. Ward, Jr.